INTER-AGENCY STANDING COMMITTEE
WORKING GROUP MEETING

IASC Subsidiary Bodies

Sub-working Group on Gender and Humanitarian Action Work Plan for 2011

I   Narrative Summary

The IASC Sub-working Group on Gender and Humanitarian Action (Gender SWG) works to support the IASC and its members in the realization of the IASC Gender Policy (2008), which outlines its commitment to achieving gender equality, ensuring that the human rights of women, girls, boys and men are equally promoted and protected in humanitarian action, and ensuring that they have equitable and safe access to services provided.

During 2010, the Gender SWG had an active year implementing a number of ground-breaking initiatives including finalizing and rolling out the on-line Gender E-learning Course, piloting the Gender Marker and supporting the ongoing deployment of GenCap Advisers to support country- and global-level humanitarian response. During its October 2010 face-to-face strategic planning meeting the Gender SWG reviewed progress made in 2010 and reflected on remaining gaps in strengthening gender-responsive humanitarian action.[1] These discussions informed the identification of four key strategic priority areas for the 2011 Annual Work Plan (see Section II below), and fed into the development of work plan activities which were finalised through a series of consultations with the Gender SWG through the month of November, 2010.

During the face-to-face meeting, Gender SWG members also reviewed the Terms of Reference for the Gender SWG and agreed to update it in order to reflect the updated IASC Gender Policy (2008), the changing humanitarian architecture, and the successes of the Gender SWG to date (please see revised TOR in Annex I attached). The amended Terms of Reference outline an updated list of strategic priority areas for action, and attempt to articulate a more results-based working modality based on the collective work of the SWG as well as the added value of individual members.

The new co-chairs of the Gender SWG officially took up post as of October 2010. They include a representative of the NGO International Medical Corps as well as two representatives of UN entities, namely OCHA and UNICEF (replacing outgoing UN co-chair UNFPA). The current co-chair NGO representative of InterAction will rotate out based on the election of a second NGO co-chair planned for December 2010.

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[1] Among the main gaps identified, the following were identified as priorities by the Gender SWG: lack of evidence of the impact of gender equality programming as contributing to aid effectiveness; lack of consistent application of gender-responsive humanitarian programming (over time, and in terms of methodology); lack of inter-agency coordination on gender in the early stages of a crisis and through the response; lack of accountability and lack of funding.

II Work Plan

The **strategic objectives** of the Gender SWG 2011 Work Plan are to:
1. Strengthen the evidence base for gender-responsive programming in humanitarian action.
2. Strengthen the standardisation and consistent application of gender-responsive humanitarian action at global and country levels.
3. Strengthen inter-agency rapid response capacity to address gender in the early stages of rapid onset humanitarian crises.
4. Strengthen the accountability framework for gender-responsive humanitarian action.

Please see details of 2011 Work Plan activities in the matrix below.

III   Key Expected Outcomes 2011

The 2011 Work Plan is informed by a two-tiered approach: to refine and build upon existing good practices in gender-resopnsive humantiarian action, and to respond to and address existing gaps through a limited number of new initiatives. The objectives in the work plan will be carried out through one or more of the following strategic approaches:

1. Advocacy: including within the IASC to ensure that gender is mainstreamed within key IASC forums, as well as with external stakeholders including donors and government partners.
2. Capacity Building: including by working with and through the GenCap Project and its network of field-based and global GenCap Advisors, as well as the Gender e-learning project and other IASC Gender SWG materials.
3. Knowledge Management: including more systemic documentation and dissemination of learning.
4. Monitoring and Evaluation: with a view to contributing to an evidence base of response and relatedly to broader accountability frameworks and systems.
5. Coordination: including ensuring that gender issues are addressed in a coordinated and consistent manner across different UN and NGO humanitarian actors, as well as across the spectrum of humanitarian action.
6. Partnership: including by continuing to develop existing and new strategic partnerships in support of gender-responsive humanitarian action.

Key Expected Outcomes for 2011 include:

1. A strengthened evidence base for gender-responsive programming in humanitarian action which can be used to inform programming and advocacy.
2. Greater standardisation and consistent application of gender-responsive humanitarian action at global and country levels to improve effectiveness.
3. Improved inter-agency rapid response capacity to address gender in the early stages of rapid onset humanitarian crises.
4. Greater accountability among humanitarian stakeholders for gender-responsive humanitarian action.

II. 2011 Work Plan – IASC Gender SWG

OBJECTIVES	ACTIVITIES[2]	FOCAL POINT(S)	TIME FRAME	STATUS/ UPDATE	
MONITORING, EVALUATION and KNOWLEDGE MANAGEMENT					
1. Strengthen the evidence base for gender-responsive programming in humanitarian action.	1.1 Analyse and disseminate the results of Study of the Collection and Analysis of Data Disaggregated by Sex and Age to Inform Effective Humanitarian Programming by Feinstein Intl. Centre at Tufts University for OCHA and CARE.	1.1 OCHA & CARE	Jan 2011		
	1.2 Commission an action-oriented study to measure the impact of gender-responsive programming on humanitarian outcomes and aid effectiveness (in partnership with relevant applied research bodies).	1.2 UNICEF & OCHA	Jan-Sep 2011		
	1.3 Develop and pilot an analysis framework, including a core set of indicators for measuring results, to support cluster-leads to incorporate gender equality into all aspects of their work, both normative and field-based.	1.3 Global GenCap	Jan-Sep 2011		
	1.4 Conduct "real-time gender evaluations" in select crisis-affected countries.	1.4 TBD			
CAPACITY BUILDING					
2. Strengthen the standardisation and consistent application of gender-responsive humanitarian action at the global and field levels.	2.1 Continued roll-out of relevant gender programming tools including Gender E-Learning and the IASC Gender Handbook, targeting humanitarian workers.	2.1 OCHA	Jan-Dec		
	2.2 Translation and dissemination of Gender E-learning into French (and possibly other languages, depending on available resources).	2.2 TBD	March-Sep		
	2.3 Continued capacity building of Clusters on gender through GenCap deployments at Global, Regional and Country levels (through GenCap) including: • Global Cluster Gender Equality Programming Analysis Framework	2.3 GenCap Secretariat	Jan-Dec		

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[2] Any activity without a designated lead will be removed from the Workplan at the first quarterly review in 2011.

	completed and Plans of Action for each Cluster on areas requiring support developed (GenCap) • Develop and roll out Minimum Standards for Gender Equality per sector at global and country levels • Continued roll out of Gender Marker • Build capacity of field staff to to collect, analyse and use SADD for gender-responsive programming in humanitarian action.			
COORDINATION and PARTNERSHIP				
3. Strengthen inter-agency rapid response capacity to address gender in the early stages of rapid onset humanitarian crises.	3.1 Develop Standard Operating Procedures/Protocol for interagency coordination on gender in rapid onset and ongoing emergencies.	3.1 UNICEF	Jan-June	
	3.2 Establish a 'Trigger Group' that will work through inter-agency processes to ensure technical expertise is deployed to an emergency within 72 hours as an alternative to or additional support for GenCap. Sub-activites include: • Assess current response capacity • Finalise mapping of exsiting gender coordination structures at country-level to inform coordinated response • develop Protocol (see 3.1 above) • develop generic TOR for Trigger Group • Amend budget templates for country-level deployment and coordination	3.2 TBD	Jan-June	
	3.3 Support UN Women in clarifying their potential role in (i) leading country-level coordinated humanitarian response on Gender; (ii) influencing gender policies and monitoring gender accountability mechanisms through the UN system.	3.3 Co-chairs of IASC SWG	Jan-June	
ADVOCACY for ACCOUNTABILITY				
4. Strengthen the accountability framework for gender-responsive humanitarian action.	4.1 Continued advocacy for cluster-, institutional- and donor-level promotion and use of the Gender Marker, to help ensure equitable allocation of funding to gender-responsive humanitarian action.	4.1 OCHA	Jan-Dec	
	4.2 Provide regular briefings for donors, member states (ECOSOC), key stakeholders and other humanitarian actors on SWG achievements and challenges in order to engage them in promoting gender equality programming in humanitarian action.	4.2 Co-chairs of IASC SWG	Jan-Dec	

Annex 1
IASC Sub-working Group on Gender and Humanitarian Action
Updated Terms of Reference
Final – 19 November 2010

1. Background

In December 2006, the IASC Principals converted the IASC Gender Task Force into a Sub-Working Group and agreed to support the strategy for integration of gender as a crosscutting issue into the Cluster Approach and into other elements of the humanitarian reform. Since then, the IASC Sub-Working Group has successfully developed a series of practical gender mainstreaming tools to support Cluster members in ensuring that their humanitarian action is gender responsive.

At the fifth annual face to face meeting of the Sub-Working Group in October 2010, the members of the group agreed to review and update the Terms of Reference for the SWG in order to adapt it to reflect the IASC Gender Policy (2008), the changing humanitarian architecture, and to build on the successes of the SWG to date.

This document presents an amended Terms of Reference for the SWG and outlines an updated list of strategic priority areas for action. The main changes relate to the effort to structure a more results-oriented working modality within the SWG and to pare down the work plan to ensure a strategic coordinated impact based on the added value of SWG members. This document should be read in conjunction with the foundational document for the SWG entitled the 2007 Work Plan, and the 2008 IASC Gender Policy.

2. Strategic Goal

The IASC SWG on Gender and Humanitarian Action works to support the IASC and its members in the realization of the IASC Gender Policy (2008), which outlines its commitment to achieving gender equality, ensuring the human rights of women, girls, boys and men are equally promoted and protected in humanitarian action, and ensuring that women, girls, boys and men have equitable and safe access to services provided. The key principles of gender equality and empowerment of women and girls as well as a human rights-based approach to programming will underpin this work.

3. Strategic Actions

Working in close coordination with other IASC subsidiary bodies, Cluster Working Groups, Humanitarian Country Teams and relevant entities, the IASC Gender and Humanitarian Action Sub-Working Group will:

3.1   Refine and disseminate common interagency gender standards and norms for humanitarian action.

3.2   Support, build capacity, develop practical tools and build partnerships for consistent integration of gender considerations into:
   - Contingency planning, preparedness and early warning.
   - Humanitarian needs assessments.
   - Humanitarian information systems.
   - CAP, CHAP, Flash Appeals and CERF submissions.

3.3   Improve monitoring and assessment of gender mainstreaming as part of routine humanitarian reporting, including in inter-agency evaluations, based on gender handbook indicators and routine collection, analysis and reporting of sex and age disaggregated data.

3.4   Strengthen gender expertise, including women and men, at field level through the establishment of gender roster pools for rapid deployment of gender expertise in emergency response and early recovery.

3.5   Strengthen capacity building of humanitarian actors to enhance their effectiveness to understand and respond to gender issues by identifying processes, opportunities and training events into which gender issues can be integrated.

3.6   Support all actions that strengthen programmes to prevent and respond to gender-based violence (GBV) and ensure that gender mainstreaming and GBV interventions are seen as two essential components of achieving gender equality.

3.7   Enhance partnerships, including the establishment of Gender Networks, in emergencies and support them as appropriate to provide guidance to the Humanitarian Country Teams and urge sector/cluster agencies to identify/deploy gender advisers/focal points within their respective organizations to work collectively to ensure gender mainstreaming, GBV programming, among others and to better coordinate gender-responsive actions in crises.

3.8   Document best practices and lessons learned on the most effective ways to mainstream gender and share these lessons with field-based actors and in the interagency community.

3.9   Strengthen accountability on gender mainstreaming and share experiences.

3.10   Keep up-to-date a dedicated IASC gender website and ensure wide dissemination of the SWG's products and guidance tools.

To guide this work the SWG will
- Develop an annual plan to support implementation of this policy statement, and
- Develop an accountability framework for monitoring the implementation.

4. Timeframe
Ongoing. To be reviewed annually

5. Membership
All IASC entities are welcome to participate in the IASC SWG on Gender Equality and Humanitarian Action. As of October, 2010 member organizations include:

CARE International, Catholic Relief Services, Church World Service, DCAF, DFS, DPKO, FAO, Gender and Mine Action, ICRC, IFRC, International Medical Corps, INEE, InterAction, IDMC, IRC, IOM, MSF, NRC, OCHA, OHCHR, Oxfam, Relief International, UNAIDS, UNDAW, UNDP, UNFPA, UNHCR, UNICEF, UNIFEM, WFP, WHO, Winrock International, Women's Refugee Commission, and World Vision.

6.   Organization of Work
6.1.   Annual Work Plan
The IASC SWG activities will be based on a results-based annual work plan to be drafted by the co-chairs in consultation with the IASC SWG members. Members of the SWG will be expected to report on progress towards the work plan in writing as well as during the quarterly teleconference calls.

6.2.   Meetings
The IASC SWG Members will meet remotely through quarterly teleconferences to review progress on the annual work plan, as well as once or twice a year for face-to-face meeting to review progress and develop the work plan for the following year. Video conferencing will be used as much as possible. Specific items on the work plan may generate smaller working groups which may decide to meet more frequently as needed.

6.3.   Communication
The SWG members will communicate via e-mail discussion list, with additional information being provided through the IASC SWG Web Portal.

6.4. Co-Chairs
Responsibility of Co-Chairs

The work of the IASC SWG will be facilitated by co-chairs who will have the overall responsibility for coordinating the activities of the working group and reporting and liaising with the IASC Working Group and Secretariat. Specific activities include:

- In coordination with members, develop annual work plans that promote improved gender equality policies and programming within IASC member organizations
- Set meeting agendas based on priority issues, circulate minutes from meetings, and ensure follow through on action points and advocacy items
- Convene and chair quarterly teleconferences of the SWG and the annual face-to-face meeting
- Report to the IASC Working Group and Secretariat on progress made towards the annual work plan
- Represent the SWG at high-level meetings, as requested, to raise the profile of the IASC Gender SWG

Nomination and Selection of Co-Chairs
The co-chair position belongs to the organization, not the person, and it is rotational among agencies/organizations who are participating members of the IASC Gender Sub-Working Group. Any agency that is a member of an IASC member organization can nominate a staff member. The co-chairs will collect nominations for a new co-chair(s) beginning at least two months prior to the expiration of a co-chair's term. The SWG membership will vote at the annual face to face meeting on the selection of the new co-chair(s), or through electronic voting before the end of one term of the exiting co-chairs.

Term of Co-Chairs
The length of time for an organization to be the co-chair is from one term of two consecutive years to maximum of two terms consecutively. An organization must wait one term before they can serve again as co-chair. The terms of the co-chairs will be staggered by one year to ensure continuity in leadership.

Rotating Co-Chairing Arrangement
Co-chairing arrangement should be between two entities, one representing the NGO community and/or IFRC and the other the UN agencies and IOM. Some arrangements are allowed to have more than two organizations sharing the load of one entity of co-chairmanship. This will be allowed for the reasons of continued support and engagement in the work of the IASC Gender SWG. This will facilitate sharing responsibilities for implementation of the IASC gender SWG annual work plans and building accountability among participating member agencies. Thus, two NGOs can be nominated as one part of the co-chairmanship arrangement; the same applies for UN agencies as to allow more participation, flexibility in sharing responsibility and building accountability for results within the IASC Gender SWG in Humanitarian Action.

Names of Co-Chairs
The Co-Chairs of IASC Gender SWG in Humanitarian Action represent UN and NGO partnerships as a way to increase accountability and to reflect the Principles of Partnership.

As of October 2010 the Co-Chairs of the IASC SWG are: An NGO representative of InterAction, International Medical Corps, OCHA and UNICEF.

Prior co-chairing arrangements were
From 2008 to 2010 – UNFPA and an NGO representative of InterAction
From 2007 to 2008 – WHO and UNFPA (as a SWG)
From 2005 to 2006 – OCHA and WHO (as a Taskforce)
From 2003 to 2006 – UNICEF and WFP (as a Taskforce)